



DSP Definition



Direct Service Professionals (DSPs) are paid workers:

- their primary responsibility is to provide direct support to children and/or adults with intellectual and developmental disabilities (IDD)
- they provide support and supervision
- support people to learn new things, or to continue, to do as much as they can on their own
- ensure optimal health and safety and help with the upkeep of a person's home to assure it is clean, safe, and hazard free
- help individuals with IDD with skills development, guidance, and personal assistance
- they spend at least 50% of their hours doing direct support tasks
- are funded by the regional center



People who are not defined as a DSP, even if a portion of their work involves providing direct support are:

- staff paid through a funding source other than the regional center, such as health insurance or a school district
- behavioral specialists, behavioral technicians, or behavioral clinicians (RBTs, BCBAs)
- clinically licensed or certified staff (CNAs, nurses, therapists, social workers)
- those who only provide transportation, home modification, and/or meal delivery services
- staff hired through temporary personnel agency
- contract or 1099 workers
- on-call or PRN workers
- volunteers
- administrative or supervisory staff, unless they spend 50% or more of their time doing direct support work

